

INTERNATIONAL FEDERATION OF ACTORS  
EXECUTIVE COMMITTEE

PROPOSED RESOLUTION OF SUPPORT FOR  
I AM PWD  
INCLUSION IN THE ARTS AND MEDIA OF PEOPLE WITH DISABILITIES

WHEREAS, on Oct. 6, 2008, Screen Actors Guild (SAG), American Federation of Television and Radio Artists (AFTRA) and Actors' Equity Association (Equity) launched a human rights campaign to promote full inclusion, access and accuracy for performers with disabilities. Inclusion in the Arts and Media of People with Disabilities – I AM PWD – was created to bring performers with disabilities into the spotlight and to give voice to their unique concerns as workers in the historically and culturally diverse and rich entertainment media industry.

WHEREAS, I AM PWD is dedicated to bringing awareness of people with disabilities, increasing the inclusion of people with disabilities in the media and entertainment industries, and enhancing the accuracy of media portrayals of people with disabilities and works to achieve the following goals:

- Create a network of PWD advocates both inside and outside of the entertainment and media industries.
- Eliminate the virtual exclusion and discrimination of persons with disabilities at all levels in the entertainment industry.
- Increase opportunities for performers with disabilities.
- Educate and inform the global entertainment and media industry about performers with disabilities.

WHEREAS, the I AM PWD campaign has expanded to include allies in the U. S. non-profit civil rights and advocacy community and recently received the support of the Alliance of Canadian Cinema, Television, and Radio Artists. Partnering with like-minded colleagues at ACTRA enhances the campaign's efforts to globalize its outreach, increase international support and assist in the development of a global industry perspective on performers with disabilities.

Whereas, I AM PWD is actively seeking the support of all performers unions within FIA in order to continue expanding our campaign beyond North American borders and engaging with our colleagues at entertainment and media unions worldwide.

WHEREAS, the International Federation of Actors (FIA):

Represents more than 100 member organisations – performers’ trade unions, guilds and associations – around the world and voices the professional concerns and interests of actors, broadcast professionals, dancers, singers, variety and circus artists and others in film, television, radio, theatre and live performance, with the exception of instrumentalists and visual artists.

Is committed to an equal opportunities policy, regardless of gender, race, colour, ethnic/national origin, religious beliefs, sexuality, age or marital status and has been active over many years in promoting equality of rights and working conditions for performers.

Is involved directly or indirectly in performers’ professional and social concerns including social provision for performers' lives - pension and health schemes, taxation, unemployment and other benefits - as well as in training and professional development.

RESOLVED, that FIA and its affiliated unions endorse, and will support the I AM PWD campaign and invite its member unions – SAG, AFTRA and AEA -- to share its lessons.

FIA will work toward inclusion of people with disabilities in all discussions addressing diversity and will encourage its affiliates to do the same.

FIA will support presentations to the Committee for Artists’ Freedom and its Equal Opportunities groups on the particular challenges and concerns of performers with disabilities.

Unions affiliated with FIA are urged to bargain to ensure that performers with disabilities can request reasonable accommodations without the fear of losing their jobs; to free people with disabilities from real and virtual discrimination; and to allow people with disabilities to compete equally for job opportunities without facing bias or exclusionary practices.